



## Candidate Information Pack

# Job Title: Specialist Safeguarding Nurse

Department: Children's Community Health Services

Date

## Welcome message from Lucy Botting, Director, Sutton Health & Care

Thank you for showing an interest in working with us at Sutton Health and Care – we are an exciting and innovative health and care partnership that provides community health and sexual health services to local people in Sutton.

Our ambition is to support the people to start well, live well and age well through a more personalised and joined-up approach to the delivery of health and care services.

By joining us, you will become part of a dynamic forward thinking team providing services to more than 200,000 people in Sutton.

We are a very close-knit and friendly organisation where everyone of our 500+ members of staff is valued. We strongly believe that our employees are our greatest asset

Join us and be a part of the team that is transforming the lives of families and residents in Sutton.

We look forward to receiving your application.

Best wishes,  
Lucy

Together with you, in your local community

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## About our organisation

Sutton Health and Care (SHC) is an exciting and innovative health and care partnership that provides community health and sexual health services to local people in Sutton. Our ambition is to support the people to start well, live well and age well through a more personalised and joined-up approach to the delivery of health and care services. Bringing together the ideas and expertise of our partners, we are able to provide local people with improved patient care, treatment and support more easily than ever before. The alliance is made up of various partner organisations; Sutton GP Services, London Borough of Sutton, Epsom and St Helier University Hospitals NHS Trust, South West London and St George's Mental Health NHS Trust as well as voluntary sector partners such as AgeUK. Each organisation is open and trusting of each other to take positive action to improve people's lives, tackle the causes of ill-health and promote health and well-being.

SHC is a commitment by partners to work differently in Sutton. We work to remove organisational boundaries in order to accomplish more for the people we care for. This enables us to deliver services with a strong focus on self-care, health promotion and prevention, allowing people to have a choice and control over the way their care is planned and delivered. By working together to share resources and information, we can better improve the health and wellbeing of the local community and importantly, tackle health inequalities across the borough.

## Our services

Since the launch of our joint venture in April 2019, Epsom and St Helier University Hospitals NHS Trust continues to host our adult community services, specialist children's services and sexual health services. Health visiting and school nursing services and the associated safeguarding and admin services are hosted by the London Borough of Sutton.

Sutton Health and Care operates across four Primary Care Networks within the Sutton locality namely; Wallington, Carshalton, Central Sutton and South Sutton & Cheam.

SHC provides a range of Children's services including:

- Children's Therapies
- Health Visiting
- School Nursing
- Special Needs and School Nursing
- Children's Continence Service
- Sutton Family Hubs

## Vision and Values

Our vision is clear – we wish to deliver seamless, coordinated and individualised care within the heart of the community. To do this, we must achieve two things: clinical and leadership excellence for our staff; and involvement, self-care and personalisation for families . We aspire to:

- ❖ One - think Sutton first
- ❖ Two - work across sectors
- ❖ Three - get involved early
- ❖ Four - build stronger, self-sufficient communities
- ❖ Five - provide coordinated, seamless services

SHC values demonstrate the standards of care and experience every child, carer and member or the public should expect from any of our services. They help shape everything we do. Our values are embedded within our recruitment and selection process, guide our training and development and nurture our talent management.



## Our staff

### Your career

Our people are central to our success. There are over 500 staff working in SHC and we continue to grow. We want our workforce to be engaged and motivated, happy and healthy. We seek to get the best out of you, so you provide the best quality care for families.

SHC supports staff development and training for all roles clinical and non-clinical, across all services. Enabling you to learn and grow throughout your career is important to us; we pledge to develop your knowledge and experience in ways that suit you. This could be through the provision of study days and courses or mentorship and specialist education. We have our onsite community Education Team and a dedicated Learning and Development Team to help staff access the support they need to reach their goals and aspirations. If you are in a management position, you will have access to various training opportunities to allow you to look after yourself and your team ranging from; leadership coaching, resilience lessons and wellbeing training to allow you to look after yourself and your team.

### New recruits

We are committed to making SHC an inclusive place to work, with the right support and culture to help you excel. We celebrate the diversity we have within our organisation and pride ourselves on having a workforce that is a true representation of the communities we serve.

When you join us, no matter what level you start at, we want to build a solid foundation that enables you to flourish in your new role. SHC offers a bespoke induction programme in addition to the corporate LBS programme; here we provide you with the opportunity to meet the senior leadership team and come away with a real understanding of the inner workings of our organisation. We aim to make your transition enjoyable and as seamless as possible. Your line manager will design and shape a tailored local orientation programme for you, ensuring you are at ease with your role and what is expected from you. Every new joiner will be paired with a 'buddy' for as long as they need, with a support network in place to help you every step of the way.

### Empowerment and Wellbeing

We take our teams' health and wellbeing seriously. From flexible working patterns and hybrid working options, to looking after your mental health; we have a number of support offers for all employees irrespective of band or division:

- Staff Counselling - free service for all trust employees regardless of job or grade
- Stress management – resilience workshops and coping mechanisms

- Keeping fit and well – free Pilates, yoga and lunchtime walking groups
- Back care - training in safe moving and handling practices and DSE assessments
- Discounts and Offers – on 100s of local and national companies including gyms
- Wellbeing resources – free event timetables, webinars and online guidance

Effective ongoing communication and support for all staff is our priority. We ensure you have access to:-

- Regular one-to-one conversations with your line manager
- PDP and appraisals with opportunities for personal development
- Clinical supervision for all staff
- Apprenticeships and opportunities to develop within the organisation
- Exit Interviews for all staff leaving the organisation
- Lone working devices for all clinicians and on call manager process for safety and support
- Freedom to Speak up Guardian available to listen and support staff

### **A great place to work**

We take pride in the work we do and we want you to be a part of the difference we make. Involving staff to help shape our journey of innovation and transformation is so important to us.

Our yearly 'Big Tent Events' and tailored 'Team Away Days' empower staff to reflect, help develop our vision and values and allow us to look forward to the future. We encourage our teams to integrate, pause but most of all, have fun! SHC celebrates your successes and recognises your hard work and efforts. We frequently present staff with 'Staff Awards' for hard work and to show our appreciation for everything you do.

We understand the impact COVID-19 continues to have on our services and on our people. SHC has set up 'wobble rooms' which provides staff with a safe space to stop and unwind and prioritise their own health and wellbeing. Also every week, look out for our online SHC newsletter and other regular staff bulletins which keep you up to date and informed with current affairs and important information.

We want you to be part of something exceptional. We welcome you to help us on our journey, starting with the following job description, which we hope inspires you to be part of our success.

For a list of our full vacancies, please visit our website here:

<https://www.suttonhealthandcare.nhs.uk/work-for-us>

## Role Profile - Specialist Safeguarding Nurse

**Job Title:** Specialist Safeguarding Nurse

**Job Family:** Frontline/Delivery

**Directorate:** Public Health / Chief Executives

**Grade:** 8 (NHS Band 6)

### Details Specific to Job Family

These roles would be regarded as “front line” service delivery roles. Here, role holders are directly accountable for performance, often through the direct control of significant resources or through managed contracts. These roles may also deliver some of their results through collaborative working with co-producers or other third party agencies.

At the lower levels, operational managers may oversee a department or team and at the lowest levels, direct contact with service users will be a common feature of roles in this job family. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

### Details Specific to Grade

Will have accountability for achieving clearly specified and measurable results either personally or through the leadership of a team. Will be dealing with complex problems and issues within the boundaries of technical or professional skill and knowledge. Will make recommendations on procedural improvements and other initiatives to enhance team performance. Roles requiring a level of professional expertise to deliver a front line service.

### Role Description

The post holder will be employed by the London Borough of Sutton (LBS) but will work as part of the Sutton Health and Care Alliance (SHC). SHC is a partnership of key local health and care providers including the Council, Epsom and St Helier’s NHS Trust, South West London and St Georges MH Trust and the GP Federation. The SHC Alliance was formed so that local health and care providers could work together to deliver high quality health and social care for Sutton residents. The SHC Alliance is already starting to deliver innovative services in Sutton that are providing joined-up care. The first of these is Sutton Health and Care at Home which went live on April 18.

The Specialist Safeguarding Nurse for children will work within the safeguarding health team and with other safeguarding children teams within the London Borough of Sutton and within Epsom and St Helier NHS Trust, as well as with the Designated Nurse at Sutton ICB. The post holder will promote good practice and effective communication with the named nurse, across the Council and within the Trust, and between other NHS partners and all external agencies on matters relating to safeguarding and promoting the welfare of children. The Specialist Safeguarding nurse will be led by the Named Nurse and work with a number of specialist safeguarding nurses.

**Representative accountabilities**

- Apply professional judgement to interpret policies and to meet local service needs.
- Provide day to day safeguarding support to staff as required
- Keep up to date with changes in relevant policy and legislation to ensure delivery in own work area is effective and complies with the appropriate regulations/statutory guidance

**Specific accountabilities**

- To work autonomously, managing and overseeing practitioners and their caseloads of vulnerable children and families within the speciality
- Act as a role model, demonstrating high standards of care and providing expert and professional clinical leadership in safeguarding children
- Directly supervise, support and advise health professionals and provide relevant safeguarding supervision
- Deliver levels 2 and 3 safeguarding training
- Attend relevant local Authority safeguarding meeting as directed by the Named Nurse
- Be on a rota to provide input to MASH as the health navigator
- Contribute to the development of standards and policies for safeguarding children across SHC
- Work with the Named nurse to develop and deliver Level 2 and Level 3 safeguarding training programmes
- Priding quarterly safeguarding supervision and ad-hoc advice and support to allocated staff across the children's workforce.
- Support staff/ attend strategy meetings, core group and case conferences as required
- support the Named Nurse with service audits, reviews, risk assessments and action plans
- collate data for broad reports as requested by the Names Nurse
- Participate in the dissemination of information post a serious case review
- Maintain accurate, contemporaneous records of advice given in relation to case management ensuring the local model of supervision and record keeping is adhered to.
- Be familiar with the electronic record keeping system and its use in highlighting risk within a family and have the ability to share this information with other practitioners.
- Maintain up to date records ensuring that confidentiality is respected and that the standards for record keeping are met.
- Work in close partnership with other agencies, particulate children's social care to make sure appropriate information is shared to support protecting children
- Be responsible for maintain and increasing personal professional knowledge and to identify areas for developing further
- In conjunction with the Named Nurse, inform and advise team leaders and service managers on relevant issues relating to child protection
- To ensure that health and safety issues are addressed in Child protection Practice

- Act in accordance with the Nursing and Midwifery Council code of professional conduct and scope of professional practice and be accountable for the actions at all times

**Mandatory accountabilities/requirements for all LBS staff**

- Ensure all health and safety standards are adhered to for the relevant work area.
- Apply diversity and equal opportunities policies in the workplace

**Person Specification**

**Qualifications**

- Have completed specific training in the care of babies, children and young people and be registered on either part 1 of the Nursing and Midwifery Council (NMC) register as a registered children's nurse or part 3 as a specialist community public health nurse.
- Have completed post-registration training in safeguarding children and young people / child protection, and are currently practising in a related field such as health visiting or school nursing.
- Have a minimum of three years post registration experience working with babies, children/young people.

**Knowledge and Competences**

- Safeguarding supervision, child protection and legal frameworks to give advice
- Awareness of recent research and developments relating to child protection work and its implications for practice
- An understanding of current Government guidelines and papers related to child protection
- Awareness of the effects of culture and family dynamics on parenting and child protection work.
- An understanding of the roles and responsibilities of other statutory and voluntary agencies in child protection
- Advise on other agencies about the health management of child protection concern
- To sensitively guide and support staff working with issues related to child protection concerns
- To work using creative and logical problem solving approach creating confidence in practitioners
- Be able to critically analyse information
- to deliver training to health staff